



DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1430
PERS-00
AUG 18 2012

From: Commander, Navy Personnel Command
To: President, FY-13 Information Dominance Corps Leadership
and Milestone Screening Board

Subj: ORDER CONVENING THE FY-13 INFORMATION DOMINANCE CORPS
LEADERSHIP AND MILESTONE SCREENING BOARD

Ref: (a) FY-13 Administrative Selection Board Precept

Encl: (1) Board Membership

1. Date and Location

a. This administrative selection board, consisting of you as president and the members listed in enclosure (1), is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 20 August 2012, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-13 Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to recommend Information Dominance Corps (IDC) officers for Captain (O6) Command and Milestone, and Commander (O5) Command and Milestone assignments within the IDC communities.

3. Board Authorized Selections. The total number of candidates that may be recommended in each competitive category is outlined by an IDC panel and listed below. The FY-13 command screen goals are based on actual command and billet requirements (Note 1).

a. Oceanography (1800)

O6 Command	O5 Milestone
Eligible: PYG 12 (2 Officers) PYG 11 (1 Officer)	Eligible: PYG 12 (5 Officers) PYG 11 (7 Officers)
Total Records: 3	Total Records: 12
Selection Goal: 2	Selection Goal: 5

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b. Information Warfare (1810)

O6 Command	O5 Command
Eligible: PYG 12 (6 Officers) PYG 11 (12 Officers) PYG 10 (2 Officers)	Eligible: PYG 12 (23 Officers) PYG 11 (17 Officers) PYG 10 (11 Officers)
Total Records: 20 Selection Goal: 4* * At least one selection must be Defense Acquisition Corps Member with Additional Qualification Designator (AQD) APM	Total Records: 51 Selection Goal: 5

O5 Milestone
Eligible: PYG 13 (6 Officers) PYG 12 (4 Officers) PYG 11 (4 Officers) PYG 10 (1 Officer)
Total Records: 15 Selection Goal: 10

c. Information Professional (1820)

O6 Command	O6 Milestone
Eligible: PYG 12 (5 Officers) PYG 11 (9 Officers) PYG 10 (7 Officers) PYG 09 (5 Officers)	Eligible: PYG 13 (4 Officers) PYG 12 (1 Officers)
Total Records: 26 Selection Goal: 3	Total Records: 5 Selection Goal: 3

O5 Command	O5 Milestone
Eligible: PYG 12 (6 Officers) PYG 11 (17 Officers) PYG 10 (17 Officers) PYG 09 (13 Officers)	Eligible: PYG 13 (18 Officers) PYG 12 (5 Officers)
Total Records: 53 Selection Goal: 1	Total Records: 23 Selection Goal: 15

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d. Intelligence (1830)

O6 Command	O6 Milestone
Eligible: PYG 12 (16 Officers) PYG 11 (17 Officers) PYG 10 (10 Officers)	Eligible: PYG 13 (10 Officers) PYG 12 (13 Officers) PYG 11 (12 Officers) PYG 10 (7 Officers) PYG 09 (6 Officers)
Total Records: 43 Selection Goal: 2	Total Records: 48 Selection Goal: 10

O5 Command	O5 Milestone
Eligible: PYG 12 (12 Officers) PYG 11 (25 Officers) PYG 10 (19 Officers) PYG 09 (14 Officers) PYG 08 (17 Officers)	Eligible: PYG 13 (18 Officers) PYG 12 (29 Officers)
Total Records: 87 Selection Goal: 4	Total Records: 47 Selection Goal: 21

Note 1: The selection goals may not be exceeded. The board is not required to select the number specified in each competitive category if, in the opinion of a majority of the members of the board, there is an insufficient number of officers that meet selection criteria.

e. Officers previously "screened," who have not yet been assigned commands or are not otherwise disqualified, shall be rescreened for continued eligibility.

f. Qualified/Insufficient Opportunity (QIO). In each Screening Group (panel) there will be officers who miss selection because of the limited quotas, but whose record clearly meets selection criteria. The board should identify such officers to the Recorder. Those officers will also be annotated in the Recorder's ledger. Those names will be promulgated in the Post Board Report, and ranked in order of merit (priority) by the board. Should a need arise during the fiscal year for an additional officer to fill a screen-required assignment, a QIO officer shall be considered qualified and additional administrative procedures need not be pursued. PERS-47B (IDC/FAO Assignments Deputy Division Director), will through fiscal year 2013 allocate QIOs in priority order when required.

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4. Additional Guidance. The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standard of reference (a).

a. Sustained superior performance across a wide spectrum of challenging jobs with operational excellence and leadership demonstrated in at least one IDC specialty is the cornerstone to success for all IDC officers.

(1) Oceanography (1800): Demonstrated expertise across the full Meteorological and Oceanographic spectrum is the bedrock of Naval Oceanography. Superior performance in challenging assignments both within and outside the Oceanography Community is an indicator of a successful officer and future community leader. Assignments and responsibilities for OCEANO (1800 designator) officers extend beyond the technical fields of meteorology, oceanography, and hydrography to encompass all aspects of developing and exploiting information in naval warfare. Leaders of the Oceanography Community must have a proven record of technical expertise, leadership, and experience supporting Navy and Joint operations. Additionally, as a Science and Technology community, Oceanography has PhD coded billets. Officers selected for PhD programs will have up to three additional years of NOT OBSERVED fitness reports. Past performance and future potential to lead and innovate should be duly considered for these officers. Under a Science and Technical waiver, Joint Professional Military Education (JPME) is not required to remain a due-course officer. However, the Oceanography Community values Joint Qualification and experience gained during Joint Assignments. While all OCEANO officers will have a Masters of Science degree in Meteorology and/or Physical Oceanography prior to selection to commander, additional graduate level education in science, business, management, foreign affairs, or education fields is valued.

(a) Considerations for selection to O5 Milestone (formerly referred to as Command/Command Equivalent): All qualified OCEANO officers will have successfully completed an O3/O4 sea tour, either as a Strike Group Staff METOC, a large deck OA Division Officer, or a Navy Special Warfare (NAVSPECWAR) Cross Functional Team Officer-in-Charge (OIC). Superior performance in these pivotal career assignments is highlighted with qualifications such as Staff Battle Watch Captain, Tactical Action Officer, Officer of the Deck Underway, in addition to

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sound METOC counsel across the full spectrum of operations. Exceptional leadership is another key element for selection to senior positions within the Oceanography Community.

(b) Considerations for selection to O6 Command: Demonstrated success in O5 Command or as a Numbered Fleet Oceanographer is the best indicator of potential success in Major Command. Programmatic and/or policy experience at major staffs such as OPNAV, BUPERS/NPC, SECNAV, the Joint Staff or Office of Secretary of Defense (OSD) are highly desired. Equally critical are skills and experience gained at the Naval Meteorology and Oceanography Headquarters/TYCOM staff. Advanced education, including PhDs, and the officer's ability to lead large numbers of highly skilled civilians and/or lead in some of the Navy's most challenging technical assignments should be duly considered. Under a Science and Technology waiver, Joint Qualification is not required for Flag selection in the Oceanography Community. Joint qualifications and experience are valued in the Community but are limited to only a handful of OCEANO officers.

(2) Information Warfare (1810): Demonstrated expertise in one or more core missions of Cyber, Electronic Warfare, and Signals Intelligence is the foundation of Navy Information Warfare (IW). Senior leaders within IW should have balanced professional experience that demonstrates proven leadership, Navy and Joint operational proficiency and qualifications, and technical expertise. Positions of leadership in Cyber operations, engineering and policy (Joint and Navy) merit additional consideration in comparing otherwise equally qualified candidates. Proven and sustained superior performance documented in positions of leadership and in difficult, challenging and arduous operational assignments is the ultimate test of readiness for selection to Command and Milestone.

(a) Considerations for selection to O5 Milestone: Candidate officers will have demonstrated outstanding leadership and technical acumen in previous O4 and O5 milestone and major staff assignments. Operational experience includes Individual Augmentee/Global War on Terrorism Support Assignments (IA/GSA), assignments at Numbered Fleet, Carrier and/or Expeditionary Strike Group (CSG/ESG), Amphibious Squadron (PHIBRON), Special Warfare (SPECWAR), Cyber Command or Combatant Commander Staff. The strongest candidates will additionally have achieved advanced education and/or a post-graduate technical certification. Progress toward Joint Qualified Officer (JQO) qualification is valued, though not a requirement for selection.

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(b) Considerations for selection to O5 Command: Candidates will have demonstrated sustained superior performance in positions of leadership and in operational assignments and assignments which clearly indicate IW core mission proficiency. The strongest candidates will possess documented successful leadership experience as Executive Officer, OIC, Department Head or other coded Navy or Joint leadership positions. Candidates will also possess major staff experience. Progress toward JQO qualification is valued, though not a requirement for selection.

(c) Considerations for selection to O6 Command: Candidates will possess sustained superior performance in previous milestone and major staff assignments. The strongest candidates will additionally have achieved advanced education and/or a post-graduate technical certification. Previous experience as an Executive Officer or Commanding Officer is valued, and should be viewed in the context of performance within those duties. This experience is not a prerequisite for selection to O6 IW Command because there is insufficient opportunity for all otherwise-qualified candidates to serve in those capacities at the commander level. Additional consideration should be given to JQOs, though JQO is not a requirement for selection.

(d) Considerations for all IW screen panels: The FY-13 IDC Leadership and Milestone Screen Board will be the second IW screen for O5 Milestone. Successful screen for IW Milestone remains a prerequisite for O5 Command (completion not required). For IW O6 Command in the FY-13 IDC Leadership and Milestone Screen Board, failure to have served in what is a now-codified IW Commander Milestone assignment should not be disqualifying.

(3) Information Professional (1820): Demonstrated expertise in Information disciplines and Information Professional (IP) core competencies including communications, combat systems, space operations, network operations and defense, electromagnetic spectrum management, information assurance, knowledge management and acquisition is the cornerstone of success for IP Officers. Future leaders of the IP community must have a proven record of technical expertise, leadership, and operational experience supporting Naval and Joint operations. Many officers will have a variety of assignments in other line and staff billets prior to their lateral transfer to IP. Boards are encouraged to examine an

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officer's entire record to assess technical expertise, critical thinking, leadership, and operational experience that would translate to success in O5/O6 Milestone and Command assignments.

(a) Considerations for selection to O5 Milestone: Qualified officers will have demonstrated outstanding leadership and technical acumen in an O4 milestone assignment. Operational experience includes assignments to Numbered Fleets, CSG and/or ESG, PHIBRON, Destroyer Squadron (DESRON), SPECWAR units, IA/GSAs, C4 Department Head (LCS/LHD) and/or lateral transfer equivalent (operational Combat Systems/Operations/Engineering/CTF staff tours), and NETOPS assignments at Naval Computer and Telecommunications Area Master Stations (NCTAMS)/(NCTS) and their Detachments. The strongest candidates will additionally have achieved advanced education and/or civilian technical certifications. Progress toward JQO qualification is valued, though not a requirement for selection.

(b) Considerations for selection to O5 Command: Qualified officers will have demonstrated sustained superior performance in an O4 milestone assignment and have previously screened for O5 Milestone. The community values officers who have successfully demonstrated leadership experience as Executive Officer, OIC and/or Department Head or other Navy/Joint leadership positions. The strongest candidates will additionally have achieved advanced education and/or civilian technical certifications. Progress toward JQO qualification is valued, though not a requirement for selection.

(c) Considerations for selection to O6 Milestone: Qualified officers will have demonstrated outstanding leadership and technical acumen in an O5 milestone assignment. Operational experience includes assignments to Numbered Fleets, CSG and/or ESG, the AFPAK Hands Program, CVN Combat Systems Officer (CSO) and/or lateral transfer equivalent, Navy Expeditionary Combat Command (NECC) N6, Commander, Joint Task Force Horn of Africa (CJTF HOA) Deputy N6, OIC Defense Information Systems Agency (DISA) Field Offices in Bahrain and Guam, NETWARCOM NETOPS Officer, NCTAMS PAC and NCTAMS LANT Operations Officer, and Special Operations Command Joint Intelligence Center (SOCJIC). The strongest candidates will additionally have achieved advanced education and/or civilian technical certifications. Progress toward JQO qualification is valued, though not a requirement for selection.

(d) Considerations for selection to O6 Command: Qualified officers will have demonstrated sustained superior

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performance in an O5 Milestone assignment and have previously screened for O6 Milestone. The community values officers who have successfully demonstrated leadership experience as Commanding Officer, Chief of Staff, Executive Officer, NCTAMS Chief Staff Officer and/or OIC or other Navy/Joint leadership positions. O5 level experience on a major staff, and programmatic and/or policy experience is also desirable. The strongest candidates will additionally have achieved advanced education and or civilian technical certifications. Progress toward JQO qualification is valued, though not a requirement for selection.

(e) Sequencing for all IP screen panels: The FY-13 IDC Leadership and Milestone Screen Board will first screen for Milestone. Successful screen for IP O5 or O6 Milestone will be an immediate prerequisite for O5 or O6 Command, respectively. All IP officers in PYG 12 who successfully screen for Milestone will become eligible for the Command screen panel.

(4) Intelligence (1830): Demonstrated professional competence and sustained superior performance is the hallmark of a successful Naval Intelligence Officer. Senior Intelligence Officers must possess a well-rounded career that demonstrates proven leadership, Navy and Joint operational proficiency and expertise in providing operational intelligence (OPINTEL) support across the full spectrum of Naval operations. The Intelligence community values IA/GSA forward-deployed tours in theater, particularly AFPAK Hands, which requires a multi-year/multi-deployment commitment, and recognizes them as an opportunity for leadership in a combat-zone environment. Senior leaders must display innovation and superb analytic ability, our community's core competency. Additional specialized expertise in key skills to include SPECWAR, Strike Warfare/Targeting, HUMINT/Attaché, and Cyber is also highly valued. Outstanding performance in operational assignments is the ultimate test of readiness for selection to Command and/or Milestone positions.

(a) Considerations for selection to O5 Milestone: Officers will have successfully completed and exhibited superior performance in mid-career milestone and staff assignments. Mid-career milestone tours include assignments with a CSG or ESG, SPECWAR, PHIBRON, ship's company (CVN, LHA/LHD), Carrier Air Wing, and DESRON. The Intelligence community values IA/GSA forward-deployed tours in theater, particularly AFPAK Hands which requires a multi-year/multi-deployment commitment, and recognizes them as an opportunity for leadership in a combat-zone environment. Staff assignments may include Major staff,

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Joint Intel Operations Center, Numbered Fleet, Training command, or TYCOM. Professional competence should be documented in fitness reports where the officer's performance traits clearly exceed that of his or her peers.

(b) Considerations for selection to O5 Command: Candidates will have successfully screened for milestone duty and will have demonstrated sustained superior performance in positions of leadership. Major staff experience at assignments such as OPNAV, Navy Component Command, U.S. Fleet Forces Command, or Combatant Commands is valued. Advanced education is highly desired, as is JPME Phase I and progression toward JQO Qualification.

(c) Considerations for selection to O6 Milestone: Officers must have demonstrated sustained superior performance in operational leadership and major staff assignments. O5 operational experience includes Numbered Fleet, CSG/ESG/Ship's Intelligence Officer (SIO), Naval or Joint SPECWAR, or other operationally focused assignments; all 1830 O5 officers who successfully complete these O5 assignments receive the GB2 CDR Milestone Additional Qualification Designation (AQD). IA/GSA forward-deployed tours in theater are considered on par with more traditional operational assignments. Major staff experience includes assignments at OPNAV, Navy Component Commands, Navy Network Warfare Command/Navy Cyber Forces Command, U.S. Fleet Forces Command, and/or Combatant Commands. Advanced education and JPME Phase I should be completed and JQO qualification is highly desired. Individuals who have previously screened for O6 command, or are in O6 Command, are considered milestone screened and will not be considered for this panel.

(d) Considerations for selection to O6 Command: Officers must have demonstrated sustained superior performance in operational leadership and major staff assignments. O5 operational experience includes Numbered Fleet, CSG/ESG/SIO, Naval or Joint SPECWAR, or other operationally focused assignments; all 1830 O5 officers who successfully complete these O5 assignments receive the GB2 CDR Milestone AQD. O6-level IA/GSA forward-deployed tours in theater are considered on par with more traditional O6 operational assignments. Major staff experience includes assignments at OPNAV, Navy Component Commands, Navy Network Warfare Command/Navy Cyber Forces Command, U.S. Fleet Forces Command, and/or Combatant Commands. Advanced education and JPME Phase I should be completed and JQO qualification is highly desired.

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(e) Sequencing for all Intelligence screen panels:
The FY-13 IDC Leadership and Milestone Screen Board will first screen for Milestone. Successful screen for Intelligence O5 Milestone will be an immediate prerequisite for O5 Command. All O5 Intelligence officers in PYG 12 who successfully screen for Milestone will become eligible for the O5 Command screen panel. As this is a transition year for O6 Milestone, successful screening for those in PYG 12 is not a prerequisite for the O6 Command Screening panel.


C. A. COVELL

BOARD MEMBERSHIP
FY-13 INFORMATION DOMINANCE CORPS SCREENING BOARD

1. Information Dominance Corps:

VADM Kendall L. Card, USN, XXX-XX-████/1310 (President)
RDML Paul B. Becker, USN, XXX-XX-████/1830
RDML Jan E. Tighe, USN, XXX-XX-████/1810
RDML Thomas H. Bond, Jr., USN, XXX-XX-████/1820
CAPT Brian B. Brown, USN, XXX-XX-████/1800
CAPT Paul K. Heim II, USN, XXX-XX-████/1800
CAPT Roy S. Petty, USN, XXX-XX-████/1810
CAPT Joseph J. Kinder, USN, XXX-XX-████/1820
CAPT James E. Fanell, USN, XXX-XX-████/1830
CAPT Gary Edwards, USN, XXX-XX-████/1810
CAPT Daryl R. Hancock, USN, XXX-XX-████/1830
CAPT Timothy J. White, USN, XXX-XX-████/1810
CAPT Eric A. Taylor, USN, XXX-XX-████/1830
CAPT John W. Chandler, USN, XXX-XX-████/1820
CAPT Andrea Pollard, USN, XXX-XX-████/1830
CAPT Kathleen M. Creighton, USN, XXX-XX-████/1820
CAPT Justin F. Kershaw, USN, XXX-XX-████/1810
CAPT Paul S. Oosterling, USN, XXX-XX-████/1800
CAPT Timothy C. Gallaudet, USN, XXX-XX-████/1800
CAPT Erika L. Sauer, USN, XXX-XX-████/1800
CAPT Veronique L. Streeter, USN, XXX-XX-████/1820

2. CAPT Carl R. Inman, USN, will act as recorder with the following personnel acting as assistant recorders:

LCDR Shane Stoughton	LCDR Chad M. Smith
LCDR Christi S. Montgomery	LCDR Erin E. O. Acosta
LCDR Jeffrey M. Kuzniewski	LT Robert S. Bair
LT Billy W. Young	LT James M. A. Spall
LT Candace M. Brueggeman	

The recorder or an assistant recorder will be present during all deliberations.

3. The following personnel are designated to serve as administrative support personnel to the board:

RADM Cynthia A. Covell	CAPT Katherine A. Mayer
RDML Michael S. White	CDR John A. Okon
CAPT Leo O. Falardeau	CDR Megan E. Close
CAPT Christopher H. Halton	CDR Melissa A. Harvison
CAPT Richard J. Dromerhauser	LCDR Guy R. Delahoussaye, Jr.
CAPT Michael R. Murray	LCDR Terrence L. Jones

BOARD MEMBERSHIP
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LCDR Andrew T. Newsome	Ms. Nancy G. Langford
LCDR Brian A. Harding	Mr. James Law
LCDR Hartwell F. Coke	Mr. Robert D. Lewis
LCDR Richard M. Yeatman	Ms. Diane L. H. Lofink
LCDR Wilfredo Cruzbaez	Mr. Donald P. Marshall
LCDR Timothy L. Raymie	Ms. Tonya E. Marshall
LT Anthony E. Dobson	Mr. Paul Martin
LT Donald K. Moaratty, Jr.	Mr. Richard P. Mason
LT Breier W. Scheetz	Ms. Lynda McKinney
LT Mark Richardson	Mr. Billy McQuown
LT Christopher M. Johnson	Mr. Corey Nichols
LTJG Tracy L. Washington	Mr. Tommy D. Owens
LTJG Randall W. Beal	Ms. April L. Pacileo
CWO5 Lawrence S. Cole	Ms. Doris A. Pembroke
CWO2 Malcolm D. Hall	Mr. Scott Perry
PSC(AW) Tina R. Ertz	Mr. James A. Price
YNC(SS/IDW) Jon D. Blish	Mr. Stephen R. Ranne
YN1(SW/EXW) James E. Ziegler	Ms. Amy Ray
YN1(SW/AW) Darrence A. Wolfe	Mr. Stanley Robinson
LS1 Carol M. Moore	Mr. Jay A. Rublaitus
YN2 Kevin D. Brown	Ms. Lynn Saarinen
Ms. Jacqueline Anderson	Ms. Anita Sgouros
Ms. Bonita K. Archie	Ms. Edna M. Shannon
Mr. Tom C. Ball	Mr. Antoine Sharp
Mr. Julion A. Bend	Mr. Gary E. Smart
Mr. Marcus Burleigh	Mr. Dwight Stanton
Ms. BJ Callis	Mr. William A. Stephens
Mr. Don Cooper	Ms. Lynnette Stinnette
Mr. Bernard D. Dunn	Mr. Tim Suich
Mr. Robert Frey	Mr. Jim C. Tanner
Ms. Darlene Gemuend	Ms. Lucille Tate
Ms. Chrystal G. Graham	Mr. Tom Torres
Ms. Ruby D. Goodwin	Mr. Arik Tucker
Mr. Keith Grover	Mr. Carl R. Waelde
Mr. Jim Hammerich	Mr. Jeff Walker
Mr. Dave Hard	Mr. David Whorton
Ms. Karen Harris	Mr. Paul Wilder
Ms. Marlene Harrison	Mr. Bob Wilkinson
Mr. Steven Hester	Mr. Ed Willard
Mr. Russell Hilbert	Ms. Deborah A. Wilson
Mr. Max H. Hodge	Ms. Mindee M. Wolven
Mr. Michael Jennings	Mr. Christopher J. Zaller
Mr. Juan J. Jimenez	
Ms. Kim E. Kirk	
Ms. Karen Kumnick	